

# Developing Grit - Strategies for Success in Work and Life



# Agenda

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- What is Grit
- Interest, Practice, Purpose, Hope
- Goals and Grit
- Creating a Grit Culture



# Questions:

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*What do you want to succeed at?*

*What does it take to achieve long-term meaningful goals?*

# What is “Grit”?

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Grit is *passion* and *perseverance* for long-term and meaningful goals

It is the ability to persist in something you feel passionate about and persevere when you face obstacles

- Passion: Having enduring interest in the work over time
- Perseverance: Being persistent and not giving up

# Talent and Grit

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*“For I have always maintained that, excepting fools, men did not differ much in intellect, only in zeal and hard work”*

- Charles Darwin

Most people associate success or achievement with innate “talent”

- Hard work and/or effort often goes unnoticed in others
- If we don’t succeed we can blame it on “lack of talent”

Talent can be important but without hard work success is not realized

# Acceptance of Difficulty

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Accomplishing your goal will not be easy

- It will be difficult – especially in the beginning
- Anticipate need for sacrifice
- Anticipate setbacks and discouragement

## Exercise: **Encountering Your Future Self**

- *What did you accomplish?*
- *What were the obstacles you encountered?*
- *How did you overcome them?*

# Components of Grit

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- Interest
- Practice
- Purpose
- Hope

# Interest: What Do You Care About?

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It will be impossible to persevere if what you are doing is not interesting to you or you do not love/care about it

- *What activities absorb you?*
- *How might someone describe you and your passions?*
- *What matters most to you?*
- *What are you good at (relative to other things you do)?*
- *What would you to be written about you after you pass?*
- *Who do you admire?*
- *What organizations do you belong to that support your interests and passions?*



# Purpose: Serving Others Through Your Interests

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*How is what I'm doing meaningful?*

*How does it contribute to the wellbeing of others?*

Serving others enhances motivation

## Exercise: **Transform Your Job into a Calling**

- *How does your passion get expressed at work?*
- *How does doing that work help or serve others?*

Purpose gives courage to face obstacles

Purpose removes self-consciousness

# Grit: Goal Clarity

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The ability to endure hard work comes from having very clear and structured goals

## Top Level Goal(s)

- Top goals are ends in themselves, “just because”

- Goal is fixed and act as guide for mid/low level goals

- Problems occur when there are no mid/low level goals

## Mid Level Goals

- Milestone to be achieved after accomplishing low level goal'

- May change as you get new information

## Low Level Goals

- Specific action oriented

- Daily “to do” items

# Grit: Goals and Exercise

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Exercise: What kind of goal is this? (Top, Mid or Low)

1. I want to be a successful author
2. I want to run a marathon
3. I want to exercise today after work
4. I want be a good role model for my children
5. I want to lose 40 pounds
6. I want to be in a satisfying relationship with my partner
7. I want to meditate every morning

# Practice and Skill Development

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Do the thing that interests you better than you did it yesterday

Building habits that support continued development/accomplishment

Quantity of practice – AND Quality of practice

- Be deliberate – schedule your effort and create cues for when you will do it
- Break down and practice skills in component parts
- Get immediate feedback in weak areas
- Identify specific midlevel goals to attain
- Challenge comfort zones – embrace mistakes and discomfort (“no pain, no gain”)

# Hope

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- Belief in future success
- Expectation that your efforts can improve your future
- Success is result of hard work – not talent

*“I’m a smart person” vs. “I work hard to figure things out/learn”*

- Obstacles are not permanent, there are temporary specific causes

*“They didn’t like what I did” vs. “I’m not likeable”*

- Optimistic self-talk

*“You can do this! One step at a time...”*

- Seek help when discouraged

# Developing a Gritty Culture

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Join a group which values and displays grit  
Social conformity pressures can inspire grit  
Example: Join a competitive sports team

*In what ways do you role model grit to others?*

# Summary

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- Grit involves passion and perseverance
- Goal clarity
- Practice
- Identifying purpose
- Maintaining hope



# Thank You for Attending

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You can get help to make these changes, or get confidential support, expert information and valuable resources, when you need it the most.

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